

SUSTAINABILITY STRATEGY

2019-2020

THE STRATEGIC AMBITION

The ambition is a point of reference for how we act. It sets the direction for all volunteers, employees, suppliers and collaborators, whose actions affect the activities of the Roskilde Festival Group, the surrounding society and the rest of the world:

We create the Roskilde Festival Group's activities based on faith in the individual person in the community, where art and culture act as catalysts for change. We want to base our actions on a holistic sustainability concept with consideration, responsibility and respect for human, environmental and financial resources. The natural choice for us, our participants and our collaborators must be the choice that contributes to sustainable development.

STRATEGIC FOCUS AREAS AND GOALS

The strategy consists of the following five focus areas and 14 concrete goals.

Development goals

- We want to use the United Nations' Sustainable Development Goals in the development of Roskilde Festival Group's guiding strategic ambitions

Knowledge and analysis

- We develop and establish a method for calculating Roskilde Festival Group's CO2 accounting
- We compile a complete annual environmental report based on experiences from 2016-2019 and create a total overview of how we will report on focus areas covered by social and cultural/artistic sustainability
- We investigate the options for developing and establishing a format and a system where knowledge from student projects and internal analysis efforts are made available
- We increase the knowledge of Roskilde Festival Group as a non-profit organisation

Consumption and resources

- We map out and monitor Roskilde Festival Group's water consumption
- We map out Roskilde Festival Group's energy consumption and investigate options for setting a goal for stagnation of the consumption
- We implement a 'resource and waste management plan' for Roskilde Festival Group with waste preventative and waste management initiatives

Procurement and consumption

- We select labelling schemes, based on which we purchase and rent products wherever possible (including eco-labelling)
- We implement procedures for documentation of suppliers and collaborators' value chain responsibility in connection with human and employee rights (UN Guiding Principles on Business and Human Rights)

Access, well-being and equality

- We define what "discriminatory and excluding conditions" cover in relation to Roskilde Festival Group's activities. Based on existing knowledge we continue working on identifying barriers and possibilities in the goal of securing sustainable behaviour throughout Roskilde Festival Group
- We integrate equal treatment and diversity in Roskilde Kulturservice's practice relating to recruitment and hiring, work environment and staff retention
- We define "equality" in relation to Roskilde Festival Group and devise an equality policy for Roskilde Kulturservice

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- **We examine all teams in Roskilde Kulturservice to uncover which subject areas and teams we can offer qualifying courses (work experience and traineeships)**